

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE DEPARTMENT OF DEFENSE  
AND  
LEAGUE OF UNITED LATIN AMERICAN CITIZENS**

**I. PARTIES**

The parties to the Memorandum of Understanding (MOU) are the U.S. Department of Defense (DoD) and the League of United Latin American Citizens (LULAC).

DoD, a cabinet level organization, provides the military forces needed to deter war and to protect the security of our country.

LULAC is an organization that advances the economic condition, educational attainment, political influence, health and civil rights of Hispanic Americans through community-based programs that involve and serve all Hispanic nationality groups.

**II. INTENT**

It is understood and agreed by the undersigned that the intent of this MOU is to state shared goals and establish and maintain cooperation and collaboration to advance these shared goals. This MOU does not create any obligation, contractual or otherwise, with respect to either party. It is understood that LULAC and DoD must each evaluate its participation in any specific event on a case-by-case basis, in accordance with relevant law and regulations.

**III. LEGAL BASIS**

The legal basis for establishing and implementing the DoD/LULAC MOU is the attached Presidential Executive Order 13171, "Hispanics in the Federal Government," October 12, 2001.

**IV. PURPOSE**

The purpose of the MOU is to provide the cooperative framework within which the parties will develop and establish methods for increasing the number of Hispanics in the Department of Defense, including the marketing of DoD employment opportunities to Hispanic Americans.

The MOU will foster a mutually supportive relationship between DoD and LULAC that enhances DoD's ability to meet its objective of promoting national security and

aids DoD's effort to maintain a highly skilled and diverse pool of employees and applicants. DoD and LULAC share an interest in increasing opportunities for all Hispanics in DoD-related careers and achieving the objectives of this agreement.

## **V. OBJECTIVES**

The objectives of the MOU shall be to: (1) encourage the development of programs and coordinate activities to enhance Hispanic employment in DoD occupations and grade levels where Hispanics are under represented; (2) ensure that DoD maintains, as appropriate, a pool of available resources and venues to effectively market available DoD opportunities to the Hispanic community; (3) disseminate information on DoD and LULAC programs and events, when appropriate, and, (4) encourage DoD and LULAC-wide participation at career fairs, training forums, developmental programs, and other events, when appropriate; (5) encourage Hispanic students to pursue and successfully compete for careers and opportunities in the Department of Defense.

The DoD, ODUSD(EO), and LULAC shall implement programs and activities in support of these objectives, including:

- 1) The identification of student/faculty employment opportunities with DoD and of Defense mission-related training and development initiatives;
- 2) the exploration of research and grant funding possibilities that support the recruitment and retention of highly skilled Hispanics in DoD occupations where Hispanics are under represented.
- 3) the tracking of Hispanic issues of interest to DoD and LULAC; and
- 4) the conduct of periodic evaluations of DoD/LULAC initiatives in order to measure the effectiveness of the MOU in meeting its objectives.

## **VI. RESPONSIBILITIES**

In fulfilling the objectives of this MOU, the parties agree, in accordance with legal requirements, to participate in and be responsible for activities as follows:

DoD will:

- 1) Advise the Military Departments and Defense Agencies and Defense field activities (Defense Components) of this MOU.
- 2) Disseminate information to the DoD Components about LULAC events, when appropriate.

- 3) Encourage participation, as appropriate, in annual LULAC conferences and other LULAC activities and programs. The appropriate command officials shall determine the level of DoD involvement for each DoD component.
- 4) Publicize DoD-wide employment opportunities at LULAC career fairs, to the extent possible and appropriate.
- 5) Provide information to LULAC on the employment needs of DoD to assist LULAC in targeting the appropriate pool of candidates.
- 6) Establish, when appropriate, DoD community outreach initiatives, e.g. partnership-in-education programs at high schools with significant numbers of Hispanic students, to assist in motivating students to pursue careers in science and technology.
- 7) Work toward fulfilling the requirements of Presidential Executive Order 13171, "Hispanics in the Federal Government".

LULAC will:

- 1) Advise LULAC members of this MOU.
- 2) Disseminate information about DoD's Hispanic Employment Initiatives (HEIs) to its member organizations.
- 3) Encourage high school and college student participation, as appropriate, in DoD programs and conferences relevant to employment with DoD.
- 4) Utilize work force information provided by DoD to assist in the development and implementation of curricula in high schools and colleges, as well as the development of other career programs, to train students for DoD career fields.
- 5) Solicit and establish role models, mentors, and support systems from DoD for Hispanic high school and university students and faculty, and provide DoD with information regarding general Hispanic student/faculty culture, for the purpose of enhancing the retention and success of Hispanic students and faculty.
- 6) Conduct periodic working group sessions between DoD and LULAC personnel to discuss cultural issues.
- 7) When appropriate, provide services for DoD-sponsored education programs, and collaborate with DoD to assess the expansion of advances in instructional technologies, including, but not limited to, satellite-based and distance-learning technologies.

- 8) Develop, plan, and work with the DoD on programs and special projects, such as Internships, as appropriate.

**VII. COSTS**

Nothing herein shall be construed as obligating DoD or LULAC to expend funds in support of the terms of this MOU. It is clearly understood by all parties that all activities and expenditures in support of this MOU must be authorized by law and are subject to the availability of funds.

**VIII. EFFECTIVE DATE**

The DoD/LULAC MOU shall become effective on the date of signature. The Office of the Deputy Under Secretary of Defense for Equal Opportunity and LULAC shall conduct periodic reviews of the effectiveness of the DoD/LULAC MOU. This MOU may be terminated at any time, by either party, upon sixty days written notice to the other party.

**IX. IMPLEMENTATION**

The undersigned agree to the terms and conditions of this MOU between the Department of Defense (DoD) and the League of Latin American Citizens (LULAC).

**THE DEPARTMENT OF DEFENSE**

By: Charles S. Abell  
Charles S. Abell  
Principal Deputy Under Secretary of Defense  
for Personnel and Readiness

July 8, 2004  
Date

**THE LEAGUE OF UNITED LATIN AMERICANS (LULAC)**

By: Hector M. Flores  
Hector M. Flores, President  
LULAC

July 8, 2004  
Date